Code 10
Navy Workforce Classification Department

Overview

Navy Enlisted Occupation Classification System (NEOCS) & Navy Officer Classification System (NOOCS) processes are methods used to identify skills, education, training, experience, and capabilities related to both enlisted and officer personnel.

Classify the Navy's Work

NEOCS/NOOCS Governance

- OPNAV N13 chairs routine NEOCS/NOOCS Board and Flag-level Executive Committee (EXCOM).
  - EXCOM voting members include: OPNAV N12, OPNAV N13, PERS-4, NETC, USFF, PACFLT & BUPERS-3.
- NAVMAC serves as Executive Secretary for OPNAV N13. Duties include:
  - Assist in policy guidance and system control.
  - Oversee proposal process. Review all proposals; make recommendations or approve administrative actions as appropriate.
  - Conduct monthly NEOCS/NOOCS Working Group (NNWG).
  - Coordinate and facilitate EXCOMs as needed.
  - Routinely coordinates with Navy Total Force Members (e.g. BUPERS-3, PMO, NETC, etc.).

Managed via NEOCS/NOOCS WG

Department Structure

- **Department divided into two divisions (by process)**
  - NEOCS/NOOCS Division
  - Occupational Standards (OCCSTDs) Division

NEOCS Division

- **Naval Enlisted Classifications (NEC) Codes**
  - Identify specialized qualifications or experience.
  - ~1,374 published
  - Teaming with NETC and Human Performance Requirements Review (HPRR) participants to review NEC for currency and plan NECs for new equipment/platforms (Review ~33% yearly).

- **Ratings**
  - Broad enlisted career fields that identify occupational specialties.
  - Requests for rating establishments/disestablishments/mergers are managed through the NEOCS process.

Achieving FIT

NOOCS Division

- **Designators**
  - Identifies primary and specialty qualifications, associated legal specialty categories and competitive categories for promotion.
  - ~139 published
  - Designator proposals are routed to NAVMAC via BUPERS-3 (OCM's).

- **Naval Officer Billet Classifications (NOBC) Codes**
  - Provide general description of billet (position) duties.
  - ~715 published

- **Additional Qualification Designations (AQD) Codes**
  - Identify specialized qualifications or experience.
  - ~1525 published
  - Teaming with Officer Community Managers to verify.

- **Sub-Specialty Specifications (SSP)**
  - Establishes criteria for advanced education, functional training, and significant experience in fields and disciplines.
  - ~229 published
  - SSP proposals are routed to NAVMAC via OPNAV N12.

Occupational Standards Division

Responsible for updating and maintaining:

- **Occupational Standards (OCCSTDs) -** task statements that express the minimum capabilities which the Navy expects and requires of individuals within each rating and at a particular paygrade (E4 – E7). Currently there are:
  - 57 General Ratings
  - 28 Service Ratings
  - 5 Apprenticeship Ratings
  - 5 Compressed Ratings

- **Naval Standards (NAVSTDs**) - standards that generally express the non-rating specific skill and knowledge requirements for enlisted personnel in paygrades E1 - E9.

- **Navy Enlisted Billet Classifications (NEBCs) -** provides a general description of duties performed in a position.
  - ~300 published

Manpower requirements, training, and advancement

References

- Governing Instructions/Manuals
  - Enlisted
    - OPNAVINST 1223.1 Series (NEOCS Instruction)
    - NAVPERS 18068 Series (NEOCS Manual)
      - VOL I – Navy Enlisted Occupational Standards
      - VOL II – Navy Enlisted Classifications
  - Officer
    - OPNAVINST 1210.2 Series (NOOCS Instruction)
    - NAVPERS 15839 Series (NOOCS Manual)
      - VOL I – Major Code Structures
      - VOL II – Officer Data Card